

Planning for a Collaborative Conversation

Iowa Evaluator Approval Training Program II: Evaluation of Administrators

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Identify key questions you might use in your collaborative conversation.

Key Areas	Observation Notes
<ul style="list-style-type: none"> Purpose of the Coaching Conversation 	<ul style="list-style-type: none"> I met with the Board members to discuss the advantages and process of reorganization.
<ul style="list-style-type: none"> Objective Questions <ul style="list-style-type: none"> The “what” Invitation to the conversation 	<ul style="list-style-type: none"> . What are your thoughts regarding the C & M and Anita Districts seeking to put the reorganization vote to the public? What are some concerns you may have entering into this process? What advantages do you see for our district financially and for our students academically?
<ul style="list-style-type: none"> Reflective Questions <ul style="list-style-type: none"> The “what about the what” Emotional 	<ul style="list-style-type: none"> What do you see as the most successful method of getting information to the public? How does the district gain public insight into this decision?
<ul style="list-style-type: none"> Interpretive Questions <ul style="list-style-type: none"> The “so what” Brainstorming 	<ul style="list-style-type: none"> In your opinion, would it be beneficial to inform the SIAC Committee of advantages and get that committee’s feedback prior to attempting to reach the entire public?
<ul style="list-style-type: none"> Decisional Questions <ul style="list-style-type: none"> The “now what” Identifies specifics “next steps” to be taken 	<ul style="list-style-type: none"> What timeline do you see as a target date for the public voting on this measure? What information is vital to make the public aware of the importance of this change? Would inviting the SIAC Committee to the next Joint Board Meeting be a logical first step in initiating this process?
<ul style="list-style-type: none"> <i>Based on the Decision, what are the responsibilities of the administrator?</i> 	<p>What do you see as the roles of the Superintendents in this process? Do you see this as a completely collaborative process between the two Superintendents or would you want one Superintendent be the lead person?</p>
<ul style="list-style-type: none"> <i>Based on the Decision, what are my responsibilities?</i> 	

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Reflection on the Collaborative Conversation

Name: Steve Pelzer

Date: 12-29-09

Reflect on the collaborative conversation you completed with the administrator:

What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?

The ORID questions provided some structure in my conversation with Board members and provided consistency in our conversation. This is a process that is in the initial stages and it's important to get the Board members' insights into the process.

What was most challenging for you during the conversation? Most pleasing?

I felt the conversation was extremely productive. During our Joint Board Meeting in January, this conversation needs to occur jointly between the two Boards. It was difficult to get Board members' opinions and insights without letting my own biases enter into the conversation.

What might be some things you would do differently/the same in your next conversation?

The sidebars that develop during a conversation like this are difficult to control. I would attempt to keep the conversation directed more to the subject and process.

What techniques will you specifically address in your next coaching conversation?

As this process moves along, I would like to be more of a facilitator than a leader of the conversation.

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